

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Bureau of Indian Affairs: BIA (and below)

For 4th Quarter 2012 for period ending September 30, 2012

Mixed Cases are Included in this report

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
	2007	2008	2009	2010	2011	
Number of Complaints Filed	37	42	53	81	54	35
Number of Complainants	36	38	47	80	54	35
Repeat Filers	6	3	1	1	0	0
1. Number of complaints: This is based on the number of complaints filed during the Fiscal Year. 2. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year. 3. Repeat Filers: This is based on the number of complainants who filed more than one complaint during the Fiscal Year.	Comparative Data					
						2012 Through 09-30
Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	10	16	16	12	13	12
Color	0	2	5	3	4	4

Religion	2	3	1	0	3	1
Reprisal	19	21	24	34	23	16
Sex	17	20	21	35	18	17
PDA	0	0	0	0	0	0
National Origin	9	4	7	11	10	6
Equal Pay Act	0	0	0	0	0	0
Age	11	11	20	19	21	16
Disability	6	5	10	12	7	6
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	1	1	2

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	5	4	6	8	4	2
Assignment of Duties	5	6	2	4	3	4
Awards	1	1	2	2	1	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	1
Reprimand	0	2	1	2	3	3
Suspension	3	0	1	2	3	0
Removal	1	1	7	2	0	0
Other	6	1	0	1	1	1
Duty Hours	0	0	3	0	3	0
Evaluation Appraisal	3	4	1	2	3	1
Examination/Test	0	0	0	0	0	0

Harassment						
Non-Sexual	3	7	5	23	16	8
Sexual	3	4	4	5	1	3
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	1	0	2
Promotion/Non-Selection	4	6	12	12	7	2
Reassignment						
Denied	0	1	0	0	0	0
Directed	2	0	2	2	3	1
Reasonable Accommodation	0	0	1	0	0	1
Reinstatement	1	0	0	0	1	0
Retirement	0	0	0	0	1	0
Termination	5	7	8	14	12	9
Terms/Conditions of Employment	0	1	1	5	2	4
Time and Attendance	0	0	4	3	1	1
Training	1	1	0	1	3	1
Other	7	1	1	1	1	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	463.84	507.21	432.64	411.32	287.83	372.13
Average number of days in final action	171.95	92.65	273.79	122.19	181.45	181.04
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	419.53	500.20	422.36	360.11	287.55	368.84
Average number of days in final action	20.67	8.62	109.71	10.45	59.45	7.86

Complaint pending during fiscal year where hearing was not requested															
Average number of days in investigation				517.64		518.00		458.82		483.41		288.50		380.27	
Average number of days in final action				236.79		248.71		328.48		183.65		330.56		248.39	
Complaints Dismissed by Agency				Comparative Data											
				Previous Fiscal Year Data								2012 Through 09-30			
				2007		2008		2009		2010					
Total Complaints Dismissed by Agency				3		3		2		15		20		3	
Average days pending prior to dismissal				327		472		988		299		365		114	
Complaints Withdrawn by Complainants															
Total Complaints Withdrawn by Complainants				5		0		2		3		4		4	
Total Final Agency Actions Finding Discrimination				Comparative Data											
				Previous Fiscal Year Data								2012 Through 09-30			
				2007		2008		2009		2010					
				#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings				0		0		3		7		3		1	
Without Hearing				0	0	0	0	3	100	5	71	1	33	1	100
With Hearing				0	0	0	0	0	0	2	29	2	67	0	0
Findings of Discrimination Rendered by Basis				Comparative Data											
				Previous Fiscal Year Data								2012 Through 09-30			
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.				2007		2008		2009		2010					
				#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings				0		0		3		7		3		1	

Race	0	0	0	0	0	0	3	43	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	14	0	0	0	0
Reprisal	0	0	0	0	3	100	3	43	1	33	1	100
Sex	0	0	0	0	1	33	4	57	1	33	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	29	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	2	29	1	33	1	100
Disability	0	0	0	0	0	0	2	29	1	33	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		2		2		0	
Race	0	0	0	0	0	0	2	100	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	50	0	0
Sex	0	0	0	0	0	0	1	50	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	50	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		3		5		1		1	
Race	0	0	0	0	0	0	1	20	0	0	0	0

Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	20	0	0	0	0
Reprisal	0	0	0	0	3	100	3	60	0	0	1	100
Sex	0	0	0	0	1	33	3	60	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	20	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	2	40	1	100	1	100
Disability	0	0	0	0	0	0	1	20	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Through 09-30	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		3		7		3		1	
Appointment/Hire	0	0	0	0	0	0	2	29	1	33	1	100
Assignment of Duties	0	0	0	0	2	67	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	33	2	29	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	33	0	0	1	33	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0

Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	33	0	0	0	0	0	0
Sexual	0	0	0	0	1	33	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	33	1	14	1	33	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	2	29	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		2		2		0	
Appointment/Hire	0	0	0	0	0	0	2	100	1	50	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0

Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	50	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		3		5		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	100
Assignment of Duties	0	0	0	0	2	67	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0

Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	33	2	40	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	33	0	0	1	100	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	33	0	0	0	0	0	0
Sexual	0	0	0	0	1	33	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	33	1	20	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	2	40	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
	2007	2008	2009	2010	2011	
Total complaints from previous Fiscal	106	98	107	117	128	116

Years						
Total Complainants	97	93	100	105	122	113
Number complaints pending						
Investigation	16	18	21	4	11	1
ROI issued, pending Complainant's action	1	0	1	2	0	0
Hearing	29	28	35	30	40	41
Final Agency Action	7	16	7	13	12	8
Appeal with EEOC Office of Federal Operations	0	0	0	0	1	20
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	20	27	34	19	15	4

Pending Complaints Filed in Previous Fiscal Years by Status:

Number of Complaints Pending Investigation: This represents the date an investigation started through the end of the Fiscal Year.

ROI Issued, Pending complainant's action: This represents the date an Investigation ended through the end of the Fiscal Year.

Number of Complaints Pending Hearing: This represents the date a Hearing Request was received through the end of the Fiscal Year.

Final Agency Action: This represents the date a Request for a Final Agency Decision (FAD) is received through the end of the Fiscal Year.

Appeal with EEOC Office of Federal Operations: This represents the number of complainants who filed Appeals with the EEOC, Office of Federal Operations.